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## Convention on the Elimination of All Forms of Discrimination against Women

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Committee on the Elimination of Discrimination against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER ARTICLE 18 OF THE CONVENTION

Second and third periodic reports of States parties

BARBADOS *

* For the initial report submitted by the Government of Barbados, see CEDAW/C/5/Add.64; for its consideration by the Committee, see CEDAW/C/SR.190 and CEDAW/C/SR.194, and Official Records of the General Assembly, forty-seventh session Supplement No. 38 (A/47/38), paras. 34-71.

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# FOREWORD

In accordance with the terms and conditions set out by the Committee on the Elimination of Discrimination Against Women, the Government of Barbados submits its third periodic report for 1988-1989 on the Convention on the Elimination of All Forms of Discrimination against Women.

Barbados ratified the Convention on October 16, 1980 and submitted a combined initial and second periodic report to the U.N. Committee in April of 1990.

Barbadian women continue to enjoy equal opportunities with their menfolk in most areas and are extended all freedoms and social justices as declared by the Constitution. There have therefore been no significant changes in the status and equality of women since the previous reports.

The Government of Barbados however re-affirms its commitment to the Convention and to the full integration of women in the development of this country.

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# PART I

## A. Demography

1. Barbados' population, which stood at just over 253,800 at the end of the last reporting period, increased to approximately 256,900 at the end of the present reporting period. Table I illustrates vital demographic statistics for 1988-1989. For comparison statistics for 1987 have been included.

Table I - Population and Vital Statistics (1000 persons)

| | 1987 | 1988 | 1989 |
|---|---|---|---|
| Total Population | 253.7 | 255.2 | 256.9 |
| Male | 121.4 | 122.3 | 123.3 |
| Female | 132.3 | 132.9 | 133.6 |
| Population Density [per sq. km.] | 590.0 | 593.0 | 597.0 |
| Birth Rate per 1000 | 15.1 | 14.7 | 15.7 |
| Death Rate per 1000 | 8.0 | 8.7 | 8.9 |
| Infant Mortality Rate per 1000 live births | 22.4 | 16.8 | 15.4 |
| Rate of natural increase per 1000 | 7.1 | 6.0 | 6.8 |
| Population Growth Rate [%] | 0.08 | 0.1 | 0.6 |

Source: Digest of Statistics 1989 edition - Ministry of Labour.

## B. Economy

2. Tourism continues to be Barbados' main foreign exchange earner, while earnings from the sugar industry have declined. The estimated tourist expenditure has increased over the last reporting period and has continued to show steady improvement. In 1988 the tourist industry recorded Bds.$918.5m in tourist earnings, while in 1989, the figure rose to Bds.$1009.Om. The sugar industry's earnings have shown a decline from Bds.$67.2m in 1988 to Bds.$52.Om in 1989. The following tables illustrate by sector the total economic statistics in Barbados for the years 1988-1989.

Table 2 - Gross Domestic Product at Factor Cost - Current Prices - (Bds.$M) [1]

| Sectors | 1988 | 1989 |
|---|---|---|
| Sugar | 74.7 | 52.1 |
| Other Agriculture & Fishing | 106.7 | 98.5 |
| Mining & Quarrying | 17.1 | 17.5 |
| Manufacturing & Processing | 240.2 | 233.3 |
| Engineering & Construction | 170.3 | 196.7 |
| Electricity, Gas & Water | 84.8 | 91.6 |
| Wholesale & Retail Trade | 547.8 | 596.2 |
| Tourism | 315.1 | 346.1 |
| Transport, Storage & Communication | 226.6 | 227.8 |
| Financial, Insurance & Business Services | 358.5 | 424.8 |
| Government Services | 434.8 | 504.7 |
| General Services | 98.6 | 107.1 |
| Total | 2667.4 | 2896.4 |

Source: Barbados Statistical Service.

Table 3 - Consumer Price Indices By Major Groups

| Groups | Base Year 1980 | 1988 | 1989 |
|---|---|---|---|
| All Items | 100 | 164.2 | 174.6 |
| Food & Beverages | 100 | 163.9 | 178.7 |
| Alcoholic Beverages & Tobacco | 100 | 183.8 | 191.6 |
| Housing | 100 | 214.0 | 225.0 |
| Clothing & Footwear | 100 | 125.2 | 128.5 |
| Durable Household Equipment | 100 | 124.7 | 126.4 |
| Transport & Communication | 100 | 180.6 | 186.1 |
| Education, Health, Recreation and Miscellaneous | 100 | 147.2 | 150.8 |
| Personal Goods & Services including Medical Care | 100 | 182.1 | 193.2 |

Source: Barbados Statistical Service.

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1 The Barbados dollar is rated to the United States dollar i.e. U.S.$1 = Bds.$2.

Table 4 - Government Expenditure By Sector (Bds.$M)

| Sectors | 1987-88 | | 1988-89 | |
|---|---|---|---|---|
| | Approved Estimates | Revised Estimates | Approved Estimates | Revised Estimates |
| Agriculture & Fisheries | 7 392 189 | 17 241 205 | 18 031 453 | 19 623 544 |
| Industry, Trade & Commerce | 3 498 907 | 5 780 810 | 9 255 800 | 9 405 800 |
| Tourism & Sport | | | 22 210 231 | 22 200 231 |
| Transportation & Communication | 42 764 202 | 55 289 396 | 51 955 000 | 60 491 409 |
| Education & Culture | 155 370 001 | 169 700 595 | 168 764 775 | 173 764 175 |
| Health | 111 443 521 | 126 291 222 | 117 598 297 | 131 000 414 |
| Housing & Lands | 12 204 616 | 26 373 980 | 9 808 025 | 10 050 000 |
| Social Development | 25 109 080 | 28 187 757 | 33 422 917 | 41 971 351 |
| Other Economic | 36 918 421 | 37 050 253 | 19 146 078 | 39 219 807 |
| Other | 443 183 800 | 348 181 883 | 351 778 769 | 360 391 081 |

Source: Barbados Estimates 1987-88, 1988-89.

Table 5 - National Income By Sector (Bds.$M)

| Sectors | 1987-88 | | 1988-89 | |
|---|---|---|---|---|
| | Approved Estimates | Revised Estimates | Approved Estimates | Revised Estimates |
| Agriculture & Fisheries | 1 118 200 | 908 600 | 894 550 | 933 050 |
| Industry, Trade & Commerce | 14 030 | 13 000 | 17 030 | 19 141 |
| Transportation & Communication | 5 185 800 | 6 663 500 | 4 985 500 | 5 192 000 |
| Education & Culture | 425 000 | 363 000 | 439 000 | 439 000 |
| Health | 2 044 700 | 2 051 520 | 2 205 700 | 2 164 100 |
| Housing & Lands | 18 180 | 18 500 | 18 180 | 23 400 |
| Social Development | 67 000 | 38 150 | 45 500 | 46 000 |
| Other Economic | 630 202 782 | 633 933 394 | 667 513 115 | 751 933 671 |
| Other | 69 315 042 | 88 546 813 | 88 295 376 | 117 052 428 |

Source: Barbados Estimates 1987-88, 1988-89.

C. Political Situation

3. Elections in Barbados are constitutionally due every five years. The last general elections were held in May 1986, therefore there has been no change in government since the last reporting period.

## PART II

ARTICLE 1

4. The Government of Barbados has shown, through its ratification of the Convention on the Elimination of All Forms of Discrimination against Women, that it is totally committed to the elimination of any policies or legislation which seek to nullify the exercise and enjoyment by women, of their fundamental rights and freedoms.

5. There are still however some areas of discrimination which we are addressing.

ARTICLES 2 & 3

6. The Government of Barbados reaffirms its commitment to the pursuit of policies which seek to eliminate all forms of discrimination against women. It has continued to support the efforts of the non-governmental women's organizations which have been working feverishly to ameliorate certain social injustices against women and children.

7. Conversely, the Bureau of Women's Affairs is affected by limited facilities and insufficient staff. However, the Government, in recognition of the situation, is examining ways of improving the functioning of the Bureau. The preparatory action for the establishment of a National Advisory Council on Women and the formulation of a comprehensive policy on women are included in the initiative.

8. Since the last reporting period, no further action has been taken on the legislation on citizenship and immigration. In the meantime the Ministry of Legal Affairs compiled two new bills in 1988 which would be of special benefit to women. The Domestic Violence (Protection Orders) and the Sexual Offences Bills were preceded by the Offences Against the Person Act which was passed in 1868 to deal with all acts of physical violence committed against all persons. The Domestic Violence Bill is aimed at -

(a) protecting the victims of domestic and sexual violence;

(b) changing the public and private attitudes which have perpetuated domestic and sexual violence, particularly the reluctance of the police to intervene in matters of domestic violence.

9. The Sexual Offences Bill was drafted in response to concerns by women on:

(a) the apparent increase of violence against women in society;

(b) the present inadequacy of the Offences Against the Person Act as it relates to the nature of evidence required to be given by victims;

(c) the need to encourage victims to report the offence.

10. In terms of sexual harassment on the job, the Sexual Offences Bill will introduce a new statutory provision particularly to cover intimidation in the job setting. This provision will bring Barbados in line with other Commonwealth Countries.

ARTICLE 4

11. In recognition of its commitment to improving the status of women in Barbados, the Government has included a programme on women in its 1988-89 Development Plan. It is the intention of Government that this policy be integrated into the National Development Plan, in order to provide an appropriate framework through which ministries could address women's concerns within their own sectorial areas of responsibility.

12. This measure was recommended by delegates of a meeting of Commonwealth Ministries responsible for Women's Affairs in Vancouver in October, 1987. When approved this policy statement will serve to complement the existing report of 1976 from the National Commission on the Status of Women.

ARTICLE 5

13. The elimination of sex stereotyping in schools has resulted in attitudinal changes to the roles of males and females in the society. These changes have been achieved through the continuation of the coeducation process and the inclusion of family life education in the schools' curricula. This measure has further permeated into the work environment where men are now finding themselves working side by side with women of equal status.

14. The educational system has encouraged both girls and boys to pursue similar fields of study and so compete keenly on the job market. It is therefore not uncommon to find a family setting with a man and a woman holding jobs of similar profiles. A new phenomenon is therefore slowly being created i.e. the man and the woman are sharing the role of raising the children and caring for the home.

15. One manifestation of male dominance over women in Barbados is that of violence through rapes, beatings or any other assaults. As mentioned in Articles 2 and 3, Government is taking measures to deal with this very serious problem.

ARTICLE 6

16. Prostitution continues to be illegal in Barbados. Research has shown that prostitutes are among the high risk groups in contracting the HIV virus, and while the Government has not instituted a specific programme for prostitutes, a comprehensive programme to deal with the AIDS situation has been implemented. In addition a mass media educational and counselling programme has been established by a newly-instituted National Advisory Committee. This Committee is presently seeking to introduce AIDS education into schools. Further information will be submitted in subsequent reports.

17. The following tables indicate the seriousness of the threat of AIDS in Barbados. Special attention is paid to the years under review, 1988-89, however statistics for 1986 and 1987 have been included as a comparison.

Table 6 - Reported Cases of AIDS by Sex

| Year | Male | Female |
|---|---|---|
| 1986 | 16 | 5 |
| 1987 | 21 | 3 |
| 1988 | 9 | 6 |
| 1989 | 30 | 10 |

Source: Ministry of Health

Table 7 - No. of Deaths From AIDS by Sex

| Year | Male | Female |
|---|---|---|
| 1986 | 11 | 2 |
| 1987 | 16 | - |
| 1988 | 11 | 5 |
| 1989 | 23 | 8 |

Source: Ministry of Health

ARTICLE 7

18. Comprehensive statistics on the number of women in decision-making positions in Barbados are not readily available however the available data on the public sector reflects the low number of women on the eighty-five (85) Boards, Commissions and Committees. Table 8 provides a representative sample of the sex composition of these bodies. The Child Care Board, the Hillside Home Welfare Board[2] and the General Nursing Council are the only boards on which female members predominate.

19. There still appears to be a misconception that females are only knowledgeable in areas related to nursing, children, the family. However, there has been some review in the policy of choosing members in two recently-formed bodies, namely the Film Censorship Board and the Paramedical Professions Council. Table 8 indicates that there are equal number of males and females on these two new bodies.

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2 The Hillside Home Welfare Board was established to manage the operations of the Hillside Home for the aged.

Table 8 - Representative Sample Showing Boards, Commissions and Committees

| Name of Body | 1988 | | 1989 | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| Public Service Commission | 6 | 1 | 6 | 1 |
| Judicial & Legal Service Commission | 5 | 1 | 5 | 1 |
| Police Service Commission | 5 | 1 | 5 | 1 |
| Child Care Board | 4 | 7*** | 4 | 7*** |
| National Assistance Board | 6 | 1 | 6 | 1 |
| Government Industrial School | 3 | 7 | 4 | 4* |
| 21 Secondary Schools | 128 | 61 | 130 | 56 |
| Industrial Development Corporation | 6 | 1 | 7 | 1 |
| Barbados Development Bank | 9 | 1 | 9 | 1 |
| Central Bank | 7 | - | 7 | - |
| Barbados National Bank | 12 | - | 12 | - |
| Income Tax Appeal Board | 5 | - | 5 | - |
| Hillside Home Welfare Board | 3 | 5*** | 3 | 5*** |
| Pharmacy Council | 5 | 3 | 4 | 3 |
| General Nursing Council | 3 | 9*** | 2 | 12*** |
| Defence Board | 4 | - | 4 | - |
| Film Censorship Board | - | - | 6 | 6** |
| Paramedical Professions Council | - | - | 4 | 4** |
| Barbados Broadcasting Authority | - | - | 4 | 1 |

Source: Public Service Staff Lists 1988, 1989.

N.B: * Equal number of males and females
** Equal number of males and females in new bodies
*** More females than males.

20. At the informal level, there are still a large number of non-governmental organizations in which women participate. More specifically, there are now about forty-six (46) women's organizations in Barbados which participate in the political and social life of the country. Table 9 provides a list of the women's organizations affiliated to the Bureau.

Table 9 - List of Women's Organizations in Barbados

| Name of Organization | Type |
|---|---|
| AME Women's Missionary | Religious |
| Barbados Association for Home Economics Teachers | Professional |
| Barbados Labour Party Women's League | Political, Charity |
| Barbados Mothers' Union | Religious |
| Barbados Women's Corona Club | Charity |
| Girls' Industrial Union | Educational |
| American Women's Club of Barbados | Charity |
| Barbados Girl Guides Association | Educational, Service |
| Barbados Registered Nurses Association | Professional |
| British Women's Club of Barbados | Charity |
| Business & Professional Women's Club | Professional, Service |
| Christ Church Women's Fellowship | Religious |
| Indian Ladies Association | Charity |
| Democratic Labour Party Women's League | Political, Charity |
| Lioness Club of Bridgetown | Service |
| Lioness Club of Barbados, South | Service |
| Soroptimist International of Barbados | Service |
| Syrian & Lebanese Women's Charitable Organization | Charity |
| National Organization of Women | Service |
| Trinidad & Tobago Women's Club | Service |
| Jaycettes of Barbados | Service |
| League of Practical Nurses | Professional, Service |
| Methodist Women's League | Religious |
| Moravian Women's Fellowship | Religious |
| Women's Affairs Committee | Professional |
| Salvation Army Home League | Religious, Charity |
| Women & Development Unit | Development |
| Barbados Secretaries Association | Professional |
| Women & Development Studies | Educational |
| Women's Self Help Association | Business |
| Women In Development Ltd. | Business |
| Police Wives Association | Service |
| St. Joseph Community Action Group | Service |
| Guyanese Women's Association | Charity |
| Canadian Women's Association | Charity |
| Kiwanienne Club | Service |
| Women of the Church of God | Religious |
| Barbados Women's Club | Charity |
| Caribbean Women's League (2) | Charity |
| Soroptomist International of Jamestown | Service |
| Women's Forum | Development |
| Barbados Women's Alliance | Charity |
| Bahai Women's Committee | Religious |
| Daughters of Elks No. 1116 | Service |
| Young Women's Christian Association | Educational, Service |
| Young Women's Forum | Development |

21. To facilitate the effective participation of women at all levels in their organizations, the Bureau has developed a leadership training course entitled "Civic Education for National Leadership". Seventeen (17) persons representing fifteen (15) organizations participated in the course. The course exposed participants to the traditional social and cultural influences impacting on the attitudes and perceptions of Barbadian and Caribbean women, the dynamics of organizational functioning, project proposal writing and preparation.

22. The main objective of this course is to enhance the decision-making skills of women in both non-governmental and governmental organizations. This project is proving to be quite successful and it is hoped that the course will be held annually.

ARTICLE 8

23. As far as the appointment of women at the diplomatic level in Barbados' overseas missions is concerned between 1988 and 1989, there were thirteen (13) women employed as compared to twenty-two (22) men. In addition, there are now two (2) female Heads of Missions out of the nine (9) overseas offices, as compared to one (1) before 1988. Our representation at the Organization of American States (O.A.S.) and the United Nations (U.N.) is predominantly female.

24. Even though the female representation at our overseas missions has increased, there is still a very large male presence in Barbados' delegations at major meetings in the international arena. The only areas where there is strong female representation is at meetings related to child care and women's affairs.

25. On a more local level, Barbados serves as the chief location in the Caribbean for a number of international and regional organizations e.g. the U.N. Children's Fund (UNICEF) Caribbean Area Office, the Organization of American States (O.A.S.) and the Caribbean Development Bank are located here.

26. Some of the staff in these offices are non-Barbadian, however the sex composition of these foreign agencies is of major significance since they too should be the ones setting the example of hiring equal numbers of male and female workers. Table 10 illustrates the sex composition of workers in about half the foreign agencies located in Barbados.

Table 10 - No. of Persons Employed in Regional and International Organizations By Sex

| | 1988 | | 1989 | |
|---|---|---|---|---|
| Occupational Groups | Male | Female | Male | Female |
| **International Organizations** | | | | |
| Professional & Technical | 20 | 12 | 20 | 11 |
| Administrative & Managerial | 1 | 11 | 1 | 9 |
| Clerical & Related | 4 | 9 | 4 | 10 |
| Other | 9 | 4 | 8 | 3 |
| **Regional Organizations** | | | | |
| Professional & Technical | 8 | 7 | 29 | 7 |
| Administrative & Managerial | 6 | 5 | 9 | 6 |
| Clerical & Related | 1 | 13 | 1 | 16 |
| Other | 4 | 3 | 4 | 4 |

Source: Respective Organizations.

ARTICLE 9

27. There has been no change to the Barbadian Citizenship Act since the last reporting period. As was explained in the joint initial and second periodic report, the discriminatory nature of this Act affects both men and women.

28. Under the Act, a male Barbadian citizen is allowed to file for citizenship for his female non-Barbadian spouse, however a female Barbadian citizen cannot do the same if married to a male non-citizen. In the latter case, a male non-citizen is only entitled to permanent residency.

29. A person's citizenship continues to be determined by birth, descent and registration, however a child of a female citizen who is married to a male non-citizen is not entitled to Barbadian citizenship if not born in Barbados.

30. It is hoped that by the next reporting period, some progress would have been made in having this legislation repealed.

31. There is no discrimination in women's rights to travel. However, within the public service male officers who have reached the appropriate qualifying salary are eligible for paid leave passage (overseas travel) for a spouse and two children, on the other hand female public officers are only entitled to paid leave passage for self and children. The trade unions who represent public servants are, with the assistance of the Bureau of Women's Affairs, now in the process of lobbying Government for a change to this discriminatory policy. Further progress will be reported in the fourth periodic report.

ARTICLE 10

32. The educational system in Barbados continues to be very stable and is a priority item in Barbados' economic budget. Statistics indicate the educational portfolio was accorded the fourth largest budget for the financial year i.e. a total of $173 764 175.

33. Free education is still being offered to students in Barbados at the primary, secondary and tertiary levels, while Government continues its move to streamline the facilities at all its primary and secondary schools so that all students would be exposed to the same facilities. In addition, Government has appointed a Guidance Counsellor to each of the twenty-one secondary schools, to provide counselling and career guidance to students.

34. The Information systems and computer industry in Barbados has expanded greatly in the last few years and so in response to this increasing technological market, Government has introduced computer education into the primary and secondary schools. This move will enable young school-leavers to be more skilled and hence increase their employability in what is a very competitive job market.

35. There are no comprehensive statistics on drop-out rates in Barbadian schools; however, the Ministry of Education has assured that the rate is almost negligible. Those students who drop out of school or leave school without any qualifications do take full advantage of the available adult education courses.

36. Even though there are no clear statistics on drop-out rates, it is apparent that girls perform better than boys in schools and in adult education institutions. Some educators have argued that co-education has increased the competitive nature within the schools between girls and boys. Moreover, it is argued that while this type of activity is encouraging, girls are given the competitive edge because they mature much faster than boys.

37. Inasmuch as girls may appear to perform academically better than boys, there is still a tendency by girls to pursue courses which are traditionally female-oriented. Tables 11 and 12 indicate that girls are more prone to pursue studies in nursing and teaching than in technical fields.

Table 11 - Training Institution By Type and Number Enrolled by Sex

| Type of Institution | No. Enrolled | | | |
|---|---|---|---|---|
| | Male | | Female | |
| | 1989 | 1988 | 1989 | 1988 |
| Teacher Training College | 19 | 3 | 33 | 22 |
| Nursing School | 15 | 10 | 147 | 101 |
| Police Training School | 424 | 422 | 37 | 33 |
| Apprenticeship Training | 584 | 572 | 305 | 287 |
| Technical School* | 1108 | 1292 | 436 | 493 |

Source: Respective Training Institutions.

N.B: * There are two major technical schools in Barbados. These data represent enrollment figures from one of these schools, namely the Samuel Jackman Prescod Polytechnic, which is the leading technical school.

Table 12

Numbers Enrolled By Sex At The Samuel Jackman Prescod Polytechnic In Selected Courses

| | 1987-88 | | 1988-89 | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| Cabinet-making | 27 | - | 26 | - |
| Carpentry | 139 | 2 | 127 | 1 |
| Plumbing | 47 | 7 | 31 | 1 |
| Electronics | 127 | 2 | 165 | 3 |
| Automechanics | 202 | 8 | 154 | 4 |
| Commerce | 12 | 203 | 17 | 200 |
| Cosmetology | - | 14 | - | 14 |
| Home Economics | 12 | 87 | 8 | 96 |
| Tailoring | 16 | 47 | 12 | 30 |
| Agriculture | 54 | 19 | 33 | 22 |
| Printing | 23 | 9 | 9 | 7 |
| Masonry | 61 | - | 95 | - |

Source: Samuel Jackman Prescod Polytechnic

38. Barbados' commitment to the elimination of sex stereotyping in schools is further proven by its participation in a study sponsored by the Commonwealth Secretariat on "Gender Stereotyping in Primary School Textbooks". The Bureau, along with the Ministry of Education, is providing the Secretariat with a list, and a set of textbooks which are commonly used by teachers in the primary school system.

39. The study is being prepared as a background paper for a project to promote the development of gender-neutral primary school textbooks in the Commonwealth. As a result of this study, guidelines will be prepared by a group of Commonwealth experts on the elimination of gender stereotyping in school textbooks. Results of the study will be included in the fourth periodic report.

40. Efforts are always being made to encourage educators and other writers of school textbooks to avoid any gender stereotyping in their presentations. The Barbados Government is therefore committed to assisting the Commonwealth Secretariat in this project.

41. As signatory to the Convention Against Discrimination in Education, Barbados is fully committed to providing measures which would ensure equal access to education by both sexes.

ARTICLE 11

42. Barbados' ratification of the International Labour Organizations Conventions Nos. 100, 111 and 122 reflects its commitment to the elimination of all forms of discrimination against women in employment.

43. The educational system ensures that all persons are entitled to free choices of professions and job opportunities. This has resulted in a gradual increase in the number of men and women entering professional fields which were traditionally sex-oriented. The following tables give an indication of the employment situation in Barbados.

Table 13 - Labour Force and Participation Rates By Sex (1000 persons)

| Labour Force | 1988 | 1989 |
|---|---|---|
| Total Adult Population | 180.0 | 181.0 |
| Male | 83.2 | 83.7 |
| Female | 96.8 | 97.3 |
| Labour Force | 121.4 | 121.9 |
| Male | 62.6 | 63.3 |
| Female | 58.8 | 58.6 |
| Employed | 100.2 | 103.2 |
| Male | 54.9 | 56.3 |
| Female | 45.3 | 46.9 |
| Unemployed | 21.2 | 18.6 |
| Male | 7.7 | 7.0 |
| Female | 13.5 | 11.6 |
| Unemployment Rate (%) | 17.4 | 15.3 |
| Participation Rate (%) | 67.4 | 67.3 |

Source: Digest of Statistics (1989 edition) compiled by the Ministry of Labour

Table 14 - Labour Force and Participation Rates By Sex (1000 persons)

| Years | 1988 | | | 1989 | | |
|---|---|---|---|---|---|---|
| | Total | Male | Female | Total | Male | Female |
| Adult Population | 180.0 | 83.2 | 96.8 | 181.0 | 83.7 | 97.3 |
| Labour Force | 121.4 | 62.6 | 58.8 | 121.9 | 63.3 | 58.6 |
| Employed | 100.2 | 54.9 | 45.3 | 103.2 | 56.3 | 46.9 |
| Unemployed | 21.2 | 7.7 | 13.5 | 18.6 | 7.0 | 11.6 |

Source: Digest of Statistics (1989 edition) compiled by the Ministry of Labour

Table 15 - Employment by Major Occupational Groups (1000 persons)

| Occupational Groups | Males | | Females | |
|---|---|---|---|---|
| | 1988 | 1989 | 1988 | 1989 |
| Professional Technical and Related Workers | 4.4 | 3.9 | 5.0 | 4.6 |
| Administrative and and Managerial Workers | 2.1 | 2.2 | 1.0 | 1.0 |
| Clerical and Related Workers | 5.1 | 4.5 | 11.4 | 11.8 |
| Sales Workers | 3.6 | 4.2 | 4.9 | 5.3 |
| Service Workers | 10.3 | 9.9 | 13.1 | 13.9 |
| Agriculture Workers and Fishermen | 3.7 | 3.7 | 2.9 | 2.9 |
| Production Process and Quarry Workers | 2.3 | 2.2 | 4.7 | 4.3 |
| Skilled Craftsmen (Shoemakers, Plumbers, etc.) | 7.9 | 7.3 | 0.6 | 0.9 |
| Workers in Transport, Carpenters, Printers and Workers not elsewhere classified | 15.4 | 19.5 | 1.7 | 2.3 |

Source: Continuous Household Sample Survey conducted by the Barbados Statistical Service.

Table 16 - Employment by Major Industrial Divisions (1000 persons)

| Occupational Group | Males | | Females | |
|---|---|---|---|---|
| | 1988 | 1989* | 1988 | 1989* |
| Sugar | 1.5 | 0.8 | 1.1 | 0.9 |
| Other Agriculture and Fishing | 3.2 | 3.4 | 1.9 | 2.3 |
| Construction and Quarrying | 9.0 | 10.3 | 0.2 | 0.6 |
| Manufacturing | 5.7 | 5.7 | 6.5 | 6.1 |
| Electricity, Gas and Water | 1.2 | 1.4 | 0.2 | 0.1 |
| Commerce | 6.9 | 7.7 | 7.0 | 8.0 |
| Tourism | 4.8 | 4.4 | 4.6 | 5.8 |
| Transportation and Communication | 2.9 | 3.6 | 1.4 | 1.1 |
| Financial Services | 1.5 | 1.8 | 2.2 | 2.2 |
| General Services | }18.2 | 8.2 | }20.2 | 10.3 |
| Government Services | } | 10.1 | } | 9.8 |

Source: Continuous Household Sample Survey conducted by the Barbados Statistical Service.

* 1989 - April - September (6 month period) October - December (4th quarter).

It is to be noted that women play a significant role - almost equitable role-in the economy of Barbados, especially in the manufacturing, commercial and service sectors.

44. Barbados boasts of a very strong trade union movement which is very active in the protection of workers' rights. These trade unions are affiliated to major regional and international trade unions such as the International Confederation of Free Trade Unions, the Commonwealth Trade Union Council and the Caribbean Congress of Labour.

45. The trade unions, the government, private employers' organizations and other employers work together to ensure that there is no contravention of the Articles under the International Labour Organization Conventions which have been ratified by Barbados. However, reports to the Labour Department indicate that there are some employers in the private sector who discourage employees, many of whom are female, from joining trade unions. This situation leaves these workers open to sexual harassment, low wages, long hours of work and poor working conditions. However, redress can be sought through Government's Labour Department.

46. The National Insurance Scheme continues to provide benefits for unemployed persons and pregnant women. This was explained in the first report.

ARTICLE 12

47. Health continues to be a high priority item with the Barbadian Government. Efforts are continually being made to improve the service which is offered to the public. One of these services is the provision of free drugs to children and elderly persons over the age of 65, as well as to persons suffering from hypertension, asthma and diabetes. This service is administered by the Barbados Drug Service.

48. In addition, Government also provides a Medical Aid Scheme whereby patients who are seriously ill and need to seek treatment overseas, can apply to the Ministry of Health for financial assistance. A Medical Aid Committee decides on whether a patient should be granted assistance after a needs assessment has been carried out by a Medical Social Worker. If the Committee deems that the patient cannot be treated at home or that the patient and/or his/her family cannot handle the expense of overseas treatment, then approval is granted.

49. A maximum of U.S.$ 50 000.00 is provided for each patient, however there have been instances where applicants have been awarded as much as U.S.$ 100 000.00. Awards can be made in the form of full grants, loans or part grants.

50. In cases where a patient holds medical insurance, the insurance company pays 8% of the costs, while Government through the Medical Aid Scheme pays the remainder plus the costs of air fare, accommodation and subsistence. The Scheme also provides for one person to travel with each patient and to stay with the patient for the full period of treatment. Alternatively, a doctor or nurse is allowed to travel with the patient but must return to Barbados within three days.

51. The enthusiasm of Government to provide adequate health care to its citizens, has been further boosted by the efforts of a group of medical practitioners who have worked feverishly to establish a new private hospital called Bayview Hospital. The hospital caters to any citizen or visitor who can afford the costs of treatment and provides complete hospital service comparable to any general hospital.

52. The medical fraternity and the Barbados Cancer Society continue to work towards minimizing the incidence of cancer, especially in women. A number of educational programmes, including an annual Educational Health Fair, Exhibition and Symposium co-sponsored by the Cancer Society, the Bureau of Women's Affairs, the National Organization of Women and the Ministry of Health, have been mounted to sensitize people to the exercise of proper health measures. For example, a number of posters, television promotions and pamphlets have been developed on pap smears and breast self-examination. Table 17 indicates the incidence of cancer affecting women for the period 1988-89. The statistics conclude that women are more vigilant than men with regards to preventative health measures.

Table 17 - Incidence of Cancer Disease

| Site | 1988 | 1989 |
|---|---|---|
| BreastCervix/ | 46 | 41 |
| Uterine | 38 | 33 |
| Prostate | 56 | 74 |

Source: Taken from "The Fight Against Cancer" by Colin King.
Feature from the Caribbean News Agency.
Reproduced from the July 29 edition of the Advocate Newspaper.

ARTICLE 13

53. Women and men have equitable access to all economic and social benefits insofar as the law states that all persons are entitled to all benefits. Any discrimination which occurs in the provision of social programmes, financial credits or any other economic benefits is illegal.

54. Within the last two years a number of informal organizations which are predominantly male, have begun considering the acceptance of women into their clubs. At least one such grouping known as the Bridgetown Club, has amended its Constitution to include the participation of women in its social activities. The club, named after the capital of Barbados, caters primarily to businessmen.

ARTICLE 14

55. As stated in the first report, Barbados, because of its size and development, does not possess any clear urban and rural sectors.

56. Barbados has developed so much in the last few years, with respect to its transportation and communication services, that the entire country appears to be 'urban'.

ARTICLE 15

57. Women continue to enjoy the same legal capacity as men. They are able to contract, administer property and appear in court. The Government, through the Community Legal Services Commission, has ensured that all persons, including women are entitled to legal representation.

58. The Constitution also ensures freedom of choice, movement and association by all citizens of this country.

ARTICLE 16

59. The Family Act governs the entitlement of equal rights and responsibilities to both men and women in marriage and family relations. Any inequalities which exist, will occur at the domestic level however both parties can seek redress through the legal process.

60. In recent times, an increasing number of women at all levels have been exercising their right of maintaining their maiden names after marriage. In addition more women have been acquiring their own property before marriage and have continued to maintain said in their own names. However, there is still the situation where couples purchase and manage property before marriage.

61. Over the last decade, Barbados has experienced an increasing rate of divorce cases. No statistics have been documented for the year 1989, however the following table indicates that along with an increasing number of divorce cases, more men are beginning to file for divorce.

Table 18 - Incidence of Divorce Cases in Barbados

| Year | No. of Petitions | | |
|---|---|---|---|
| | Total | Male | Female |
| 1986 | 357 | 165 | 192 |
| 1987 | 363 | 171 | 192 |
| 1988 | 385 | 227 | 158 |

62. This increasing incidence of divorce cases is a very worrisome situation since it has implications for the proper development of the family and hence society. However, the Family Law Act stipulates that the courts should "have regard to the need to give the widest possible protection and assistance to the family as the natural and fundamental group/unit of society, particularly where it is responsible for the care and education of dependent children".

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